

# OSHA Tidings



VetOSHA.com  
Common Sense Veterinary OSHA Management

April 2020

Special OSHA Alert:

PPE & OSHA

By Dr. Kendrick

Covid-19 Spring Issue

Managers Minute

By Laura Conn

Dealing with Anxiety

In COVID-19 Times



## OSHA Alert from Doc Chery

### On PPE During the COVID-19 Pandemic

OSHA Released a new directive for OSHA Inspectors:

**Follow up on ALL PPE complaints for medical and *veterinary facilities*.**

OSHA has seen a 1,430% increase in complaints filed over the past month regarding the lack of PPE in medical **AND Veterinary facilities**.

The number one complaints are that owners are Not providing masks, and other PPE for staff and are forcing them to work with the public without protection.

As a result, OSHA sent a directive to their inspectors that ALL complaints filed regarding inadequate PPE for staff at medical and veterinary facilities must be investigated immediately.

What does this mean for Your practice?

Make sure you discuss PPE with your staff and ***have in place written guidelines on PPE for working during the COVID-19 pandemic.***

As a Veterinarian epidemiologist, Specializing in Zoonotic Diseases, please know that I have my finger on the pulse of this pandemic, and am here to provide you with the most accurate and up-to-date information, as well as resources, to help guide you, your staff and clients safely through this.

For our clients, please let us know if you need a copy of the **"PPE Protocols During the COVID-19 Pandemic"** that we have prepared for you.

Wishing you good health, and safe passage through this pandemic.

*Dr. Chery F. Kendrick*

*"Doc Chery"*

**And the Team at VetOSHA**

OSHA Management Consulting



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- *Veterinary Specific*
- *Manuals*
- *Training*
- *Safety Data Sheet Library*
- *GHS Secondary Container Labels and Charts*
- *Advocacy*
- *Complaint Response*

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## Manager's Minute

By Laura Conn

Director of Education

Management Development Program

The Learning Center at VetOSHA

### Practice Managers and COVID-19

We have all been on a crazy ride over the last couple of months, and it is easy to lose sight of what we need to do as practice managers.

First and foremost, we need to take care of ourselves and our team members! This not only means keeping everyone safe physically, but also taking care of everyone emotionally.

How do we do this?

- Begin with creating and updating protocols and policies.
  - o Determine which team members will have direct contact with clients and how this will be managed.
  - o Determine who is at high risk and who should work at home, if possible. The CDC has a list of risk levels to aid in this process.
  - o Develop a protocol explaining what a team member needs to do if they are sick and who they should contact before coming to work.
  - o Develop protocols on what PPE must be worn and at what times.

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## Manager's Minute (cont.)

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Director of Education  
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- Remember to communicate as much as possible with team members.
  - o Explain new procedures that are developed to keep everyone safe and healthy.
  - o Encourage team members to talk with you if they have any concerns, or they do not feel safe coming to work.
  - o Make sure everyone is doing okay, **physically and mentally!**
- Ensure that EVERYONE has the proper PPE and that they use it!

As managers we want to fix everything and make everyone happy. Right now, we just have to remember we are all doing the best we can and be there for each other. From one manager, to all of you, hang in there and know we are all in this together! Please feel free to contact me if you have any questions or concerns!

You can Contact Laura C. at: [LauraC@vetosha.com](mailto:LauraC@vetosha.com)

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## Dealing with Anxiety in COVID-19 Times

***WE HAVE DEALT WITH Compassion Fatigue, Ethics Exhaustion and Work/Life Balance over the years, but let's concentrate just on the topic of Anxiety during these times of COVID-19 pandemic.***

**Defining Anxiety:** Anxiety is your body's natural response to stress. It's a feeling of fear or apprehension about what's to come. The first day of school, going to a job interview, or giving a speech may cause most people to feel fearful and nervous.

But what we are seeing across the world during the COVID-19 pandemic is a new type of anxiety, especially for Americans, and that is a sense of impending doom and of being unsure and totally unable to control our personal environment, such that we and our loved ones are at great danger, including death.

This is a Very Real and Legitimate Source of Anxiety. We are Not used to being so completely vulnerable, so completely at risk of not only contracting COVID-19 But of also endangering our family and loved ones with the virus.

***Here are some suggestions to help deal with the increased anxiety you and your team may be feeling:***



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## Dealing with Anxiety in COVID-19 Times (continued)

- Have Specific PPE policies and protocols for dealing with clients, **AND** each other, during the pandemic.
- Provide listening circles, where you and your team can discuss their fears and make suggestions for better protecting each other and hence our loved ones during the pandemic.
- Be sure to really LISTEN to your staffs concerns about safety during the pandemic.
- Take "Nature Breaks" where you either go outside to look at the trees budding, the plants springing up and most importantly listening to bird song.
- Do Meditation Exercises as a group that can be as simple as a quiet moment with paying attention to your breathing.
- Listen, Be Empathetic, Provide Real Solutions. All of these things give you more sense of control and hence less anxiety.

For More Tools and information about our **New Webinar:**  
**"Destressing Your Practice"** please feel free to contact us:

[chery@vetosha.com](mailto:chery@vetosha.com)

**Remember Knowledge & a Plan = Control = Lessens Anxiety**  
**Doc Chery and the Team at VetOSHA**